**Table 1 - Variations in Response Rates across Participating Organizations**

|  |  |  |  |
| --- | --- | --- | --- |
| **HSC Trust** | **Potential Participants** | **Actual Participants** | **% Response Rate** |
| A | 90 | 37 | 41 % |
| B | 72 | 33 | 46 % |
| C | 76 | 28 | 39 % |
| D | 59 | 22 | 37 % |
| E | 64 | 24 | 38 % |
| Voluntary Sector | 19 | 18 | 95 % |
| Total | 380 | 162 | 43 % |

**Table 2 Pearson Correlation matrix of Resilience, MBI and AWLS subscales**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2 |  3 |  4 |  5 |  6 |  7 |  8 |  9 |  10 |
|  | Exhaustion | Depersonal | Personal Acc | Workload | Control | Reward | Community | Fairness | Values |
| 1 Resilience | 0.37\* | -0.10 |  0.52\* |  0.21\* |  0.22\* |  0.13 |  0.12 |  0.07 |  0.22\* |
| 2. Exhaustion |  |  0.38\* | -0.33\* | -0.62\* | -0.39\* | -0.35\* | -0.07\* | -0.24\* | -0.37\* |
| 3. Depersonal |  |  | -0.25\* | -0.26\* | -0.19\* | -0.12 | -0.08 | -0.09 | -0.21\* |
| 4. Personal Acc |  |  |  |  0.35\* |  0.32\* |  0.30\* |  0.09 |  0.20\*\* | 0.25\* |
| 5. Workload |  |  |  |  |  0.43\* |  0.39\* |  0.17\*\* |  0.22\* | 0.27\* |
| 6. Control |  |  |  |  |  |  0.44\* |  0.33\* |  0.32\* | 0.28\* |
| 7. Reward |  |  |  |  |  |  |  0.40\* |  0.51\* | 0.44\* |
| 8. Community |  |  |  |  |  |  |  |  0.44\* | 0.25\* |
| 9. Fairness |  |  |  |  |  |  |  |  | 0.40\* |
| 10.Values |  |  |  |  |  |  |  |  |  |

N=162, \* p<0.01, \*\* p<0.05. (2 tailed probability).

**Table 3** Multiple Regression Models Predicting Resilience

|  |  |
| --- | --- |
|  |  Resilience |
|  | β | R2 | Adjusted R2 |
| **Model 1** |  |  |  |
| AWLS Workload | -0.832 | 0.585 | 0.404 |
| AWLS Control |  0.884 |  |  |
| AWLS Reward | -1.694 |  |  |
| AWLS Community |  1.632 |  |  |
| AWLS Fairness | -2.508 |  |  |
| AWLS Values |  2.034 |  |  |
| MBI Emotional Exhaustion | -0.329\*\*\* |  |  |
| MBI Depersonalisation |  0.398 |  |  |
| MBI Personal Accomplishment |  0.635\*\*\* |  |  |
| Age |  0.155 |  |  |
| Status1 |  |  |  |
| Sector1 |  |  |  |
| Experience1 |  |  |  |
| Employer1 |  |  |  |
| Rural/Urban1 |  |  |  |
| Caring Responsibilities1 |  |  |  |
| Religion1 |  |  |  |
| Post Qualifying Award 1-2 |  1.675 |  |  |
| Post Qualifying Award 1-3 | 10.328\* |  |  |
| Post Qualifying Award 1-4 |  0.424 |  |  |
| Post Qualifying Award 1-5 |  3.630 |  |  |
| Post Qualifying Award 1-6 |  4.619 |  |  |
| Post Qualifying Award 1-7 |  8.138\* |  |  |
| Qualifications 1 – 2 |  8.957\* |  |  |
| Qualifications 1 – 3 |  4.082 |  |  |
| Qualifications 1 – 4  |  2.689 |  |  |
| Gender |  3.756 |  |  |
| **Model 2**MBI Emotional Exhaustion | -0.174\*\* | 0.415 | 0.376 |
| MBI Personal Accomplishment  | 0.632\*\*\* |  |  |
| Age | 0.42 |  |  |
| Post Qualifying Award 1-2 | 3.013 |  |  |
| Post Qualifying Award 1-3 | 11.484\*\* |  |  |
| Post Qualifying Award 1-4 |  3.417 |  |  |
| Post Qualifying Award 1-5 |  3.506 |  |  |
| Post Qualifying Award 1-6 |  3.660 |  |  |
| Post Qualifying Award 1-7 |  7.863\* |  |  |
| Gender |  5.333\*\* |  |  |

\*\*\*p <0.001; \*\*p <0.01; \*p < 0.05*; 1= non-significant group variable result*

*Post Qualifying (PQ) Award Dummy variable, reference category 1 = no Post Qualifying Award*

|  |  |  |
| --- | --- | --- |
| PQ Bandg | 1 = no post qualifying award1 compared to ‘2’ contributing credit PQ1  |  |
|  | 1 compared to ‘3’ contributing credit 2-6 |  |
|  | 1 compared to ‘4’ practice teacher award |  |
|  | 1 compared to ‘5’ full award UK framework |  |
|  | 1 compared to ‘6’ NI specific award |  |
|  | 1 compared to ‘7’ Other specialist level PQ award |  |